# *Application for Employment (Confidential)*

***Headteacher***

**Policy Statement**

The Governing Body and staff of St Oswald’s C of E Primary School take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess, and support those children who are suffering harm and to keep them safe and secure whilst in our care. We are committed to the rights of the child, the child’s safety and emotional wellbeing, and the protection of the child from all forms of abuse.

**Post Details**

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| **Job title:**  Headteacher | **Your application should be submitted:** [recruitment@fusionbusiness.org.uk](mailto:recruitment@fusionbusiness.org.uk)  *(Postal or emailed applications will unfortunately not be accepted*) |

**Personal Details**

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| **Surname:** | **Forename(s):** |
| **Previous Surname(s):**  **Ms** **Mrs** **Miss**  **Mr**  **Other (please state):** | |
| **Home Address (including postcode):** | **Address to which correspondence should be sent if not home address (including postcode) NOTE – Our preference is to contact by e-mail wherever possible:** |
| **Daytime telephone number:** | **Evening telephone number:** |
| **Email address:** | |
| **National Insurance Number:** | |
| **How did you learn of this vacancy?** | |

**Employment History**

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| **Current or most recent employment:** | |
| **Post title:** | **Employer’s name, address and telephone number:** |
| **Dates from / to:**       **/** |
| **Salary or wage:** |
| **Allowances, or additional salary points:** |
| **If part time please show weekly hours:** | **Length of notice or date able to commence:** |

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| **Brief description of duties:** |

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| **Reason for wishing to leave (please indicate if you do not intend to resign from your current post):** |

**Employment**

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| **Employer Name and Address**  **(inc. LA, Diocese and type of school if applicable)** | **Position Held**  **(if part time, show weekly hours)** | **Salary / Wage** | **Reason for Leaving** | **Dates**  **From To** |

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**Education and Qualifications**

Please give details of your education and qualifications. Make sure you include professional qualifications. Please note that if you are appointed to a post where qualifications are an essential requirement you will be asked, before your appointment is confirmed, to present the original copies issued to you by the examining body (photocopies will not be acceptable).

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| **Qualifications**  **Examination subjects, if applicable, indicate main/subsidiary subjects** | **Results**  **Grade or Classification** | **School, College**  **Or University** | | **How obtained**  **(Full time, part time**  **Or correspondence)** | **Period of study**  **From To** | | |
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| **Applicants for teaching posts must provide the following information:**  **Please state class and division of your degree:**        **Honours: Yes**  **No**  **What age ranges have you been trained to teach?**    **Your GTC number:**       **Name used when registered:**  **Are you GTC registered? Yes:**  **No:**  **Have you paid this years subscription: Yes:**  **No:**  **Newly Qualified Teachers (NQTs)**  **If you qualified as a teacher after 7th May 1999, please complete the following section:**  **Date when qualified:**       **Date when completed induction:**  **Have you completed your skills tests in: Literacy**  **Numeracy**   **ICT**  **Initial Teacher Training (ITT):**  **Are you an IT Student? Yes:**  **No:** |

**Other Training**

Please give details of significant aspects of your Continuing Professional Development over the last three years. Please include the date and place obtained and explain how this has:

* Made a difference to your current role
* Helped you achieve your performance management objectives
* Prepared you for this leadership and management role

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| **Details** | **Outcomes** | **Dates**  **From To** | |
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**Key Areas of Headship**

Please give details of your achievements and expertise in the four domains of Headship outlined in the National Standards of Excellence for Headteachers (2015). Also refer to the Job Description and Person Specification. For each key area, provide no more than two examples, from the last three years.

**Qualities and Knowledge**

**Pupils and Staff**

**Systems and Process**

     

**The Self-Improving School System**

**Additional Information / Personal Statement**

**Please ensure that you use the space below to submit a personal statement in support of your application. This must be no longer than 2 pages and should give any additional relevant information, including details of your professional, subject and leisure interests, and any skills, knowledge and experience to demonstrate that you meet the criteria specified in the personnel specification.**

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**References**

It is our policy to take up references for shortlisted candidates. Give names and addresses of two referees, one of which should be your present or most recent employer. If you are not able to provide a religious character reference, please use the additional information section of the application form to describe your commitment to carrying out religious duties and to maintaining the religious ethos of the school.

If you are known to your referee/s by a former name please supply the name by which you were known. Your referee should have direct knowledge of your professional capacities and performance.

We reserve the right to take up references with any previous employer.

Your current employer will be asked to provide a reference, in which details of the following will be asked

1. any disciplinary action taken relating to any offence against children or disadvantaged adults, including any in which the penalty has expired
2. whether you have been the subject of any child protection concerns and any outcomes from this.

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| **Name of referee** | **Status or job** | **Address for contact** |
| **Current/most recent employer:**    **Tel. No:**  **May we approach this referee before any interview?** | **Yes**   **No** | **Email address [preferred]:**    **Postal address:** |
| **Current/most recent employer:**    **Tel. No:**  **May we approach this referee before any interview?** | **Yes**   **No** | **Email address [preferred]:**    **Postal address:** |
| **(Optional) Religious Character Reference:**    **Tel. No:**  **May we approach this referee before any interview?** | **Yes**   **No** | **Email address [preferred]:**    **Postal address:** |

**Important Notes**

**Declaration**

**Immigration, Asylum and Nationality Act (2006)**

In accordance with the Immigration, Asylum and Nationality Act 2006, St Oswald’s C of E Primary School requires new members of staff to provide documentary evidence that they are entitled to undertake the position applied for/have an ongoing entitlement to live and work in the United Kingdom. Therefore, all candidates shortlisted for interview are required to complete a declaration and to produce acceptable specified documentary evidence at interview.

**I confirm that I am legally entitled to work in the UK**

**Safeguarding Vulnerable Groups Act (2006)**

St Oswald’s C of E Primary School is obliged by law to operate a checking procedure for employees who have substantial access to children and young people.

**I confirm that I am not barred by the Disclosure & Barring Service from working with or applying to work with children or included on the DBS Children’s Barred List**

**Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 (as amended 2013)**

Posts which involve substantial access to children are exempt from provisions contained within this Act under which the job applicants are entitled to withhold information about any previous criminal background which is either unspent or would otherwise be considered ‘spent’ under the terms of the Act. However, changes to the legislation in 2013 mean that spent convictions may be protected and do not have to be disclosed to prospective employers. Employers cannot take protected offences into account when making employment decisions. If the job for which you have applied involves substantial access to children and you have been shortlisted for the post, you will be provided with a form on which you will be asked to disclose any relevant previous criminal background. We will provide more information on protected offences at that stage.

If you are the successful applicant you will be required to have an Enhanced Disclosure & Barring Service disclosure & we will also check the DBS barred list (children). Failure to complete this form will result in your application not proceeding any further. The possession of a criminal record will not automatically debar you from consideration for the post for which you have applied. Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

**I agree that the appropriate enquiry may be made to the Disclosure & Barring Service**

**Data Protection Act (1998)**

Information from this application form may be held securely by St Oswald’s C of E Primary School. The employers are registered under the Data Protection Act (1998); individuals have the right of access to personal data concerning them.

**I hereby give my consent for the information provided on this form to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies in accordance with the Data Protection Act 1998.**

**Disclosure**

A candidate for any appointment with St Oswald’s Primary School must state below any known relationship to any member of the Trust, Governing Body or related to an employee of St Oswald’s Primary School when making an application. A candidate failing to disclose such a relationship or seeking to improperly influence the recruitment and selection process shall be disqualified from appointment, or if appointed, shall be liable to dismissal without notice.

**Are you related to any member of the Governing Body or existing employees of St Oswald’s C of E Primary School? Yes**  **No**

**If YES, give details:**

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| **I DECLARE THAT ALL THE INFORMATION ON THIS FORM IS CORRECT TO THE BEST OF MY KNOWLEDGE AND I NOTE THAT THE WITHHOLDING, FALSIFICATION OR OMISSION OF RELEVANT INFORMATION BY A SUCCESSFUL CANDIDATE ARE GROUNDS FOR DISCIPLINARY ACTION WHICH MAY LEAD TO DIMISSAL.**  **Signed:**       **Date:**  **BY SUBMITTING THIS FORM ONLINE, I AGREE THAT THIS IS EQUIVALENT TO ME SIGNING THE DECLARATION.** |

**Equal Opportunity and Employment**

We seek a workforce which reflects the community we serve. We welcome applications from those groups which are under-represented on our staff. Applicants for jobs are judged on their skills and suitability for the vacancy.

To ensure this policy is carried out effectively, we ask all applicants to provide the information requested on this page. It will be used only for administrative and monitoring purposes and will be confidential and not used to discriminate in favour or against any individual applicant.

**Ethnicity**

**Please Note:** These categories have been recommended to the employers by the Commission for Racial Equality and are being collected to assist us to monitor the effects of its equal rights policy and to meet the requirements of the Race Relations (Amendment) Act 2000.

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| --- | --- | --- | --- |
| White | English  Scottish  Welsh  Irish  Any other white | 1  2  3  4  5 |  |
| Mixed | White & Black Caribbean  White & Black African  White & Asian  Any other mixed | 6  7  8  9 |  |
| Asian or Asian British | Indian  Pakistani  Bangladeshi  Kashmiri  Any other Asian | 10  11  12  13  14 |  |
| Black or Black British | Caribbean  African  Any other black | 15  16  17 |  |
| Other Ethnic Groups | Chinese  Any other ethnic group | 18  19 |  |

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| **I am:**  Female  Male  **Date of birth:** |
| **Job Sharing**  If this post is full time and it has been advertised as being suitable for job sharing, please tell us whether you are applying for a full time post or willing to job share, or whether you would consider either:  **Full time**  **Job share**  **Either**  If you would like to job share this post but are unsure as to whether this is possible please contact the school or department concerned. |

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| Do you have any specific requirements to enable you to attend an interview?  Please tick. If you answer YES, please give brief details  **No**  **Yes (Details):** |

**Health**

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| Please note that you may be required to complete a medical questionnaire and/or consent to a medical examination for certain posts. |